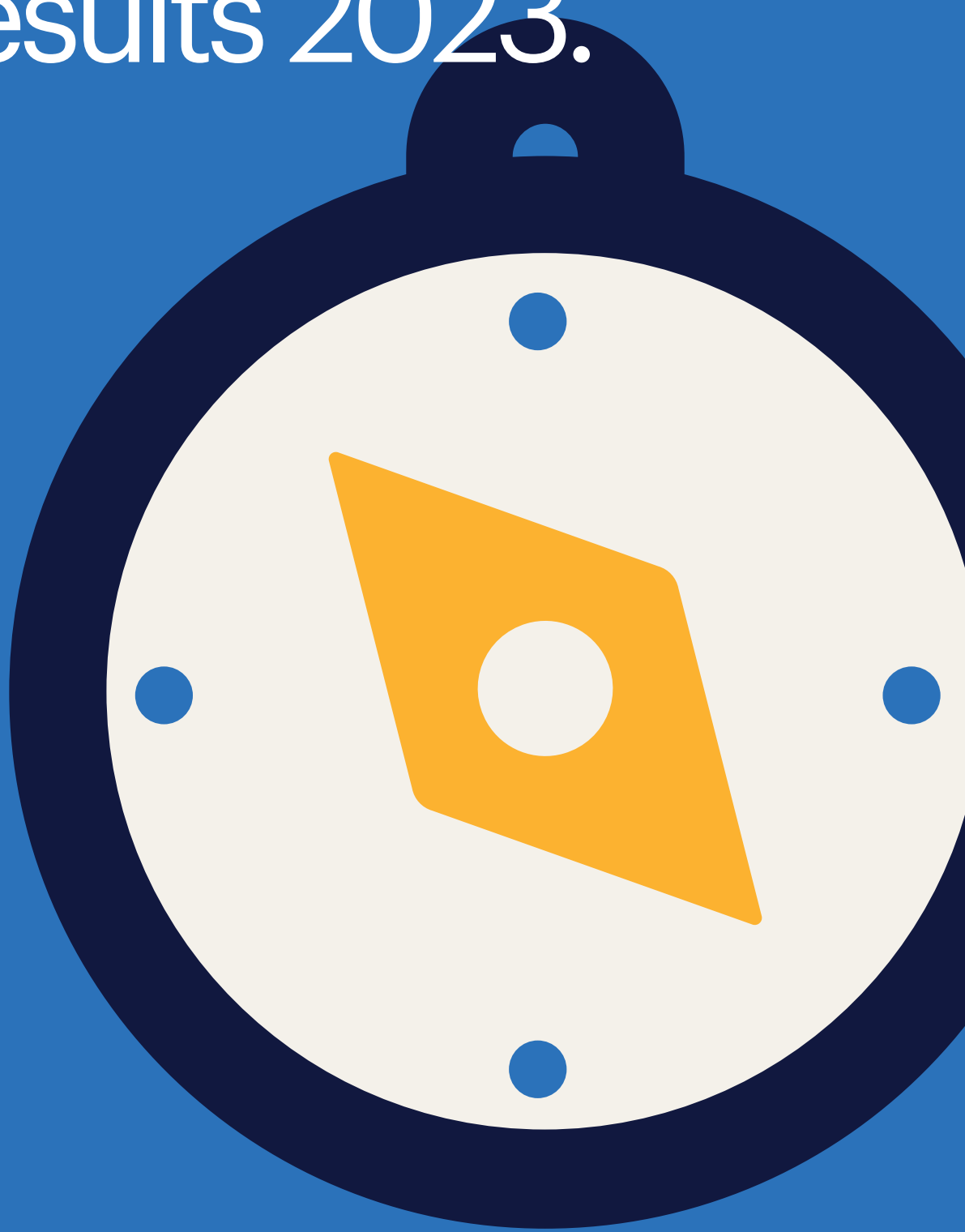


1st quarter results 2023.



randstad

human forward.

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Q1 2023: resilient performance,
adapting to challenging conditions.

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performance

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Q1 2023: resilient performance, adapting to challenging conditions.



Q1 2023 organic growth

-4.2%

Q1 2023 underlying EBITA

€ 266m

Q1 2023 EBITA margin

4.1%

gross profit -2% YoY; perm -8% & RPO -2% YoY, combined c. 19% of gross profit.

strong gross margin of 21.0%, +50bp YoY, reflecting mix & pricing.

solid EBITA margin, focused cost management.

rev. growth continued in asia pacific and latam, mixed trends in europe, decline in north america.

sound balance sheet; DSO of 53.0; ROIC of 19.7%.

in early April, trends broadly in line with Q1 2023.

Sander van 't Noordende, CEO of Randstad, commented: "I am pleased with the performance we delivered in the first quarter amid the continued challenging macroeconomic conditions across our markets. We have adapted well to this operating environment, and delivered growth in some markets. The improvement in our gross margin reflects a sustained focus on pricing and the mix of our different services, while our EBITA margin demonstrates strong cost management across our business.

We continue to benefit from our strong market position. We have deep customer relationships and are committed to building the best talent delivery engine in the market, with an excellent team in place to deliver on this. Our strong balance sheet enables us to capture the growth opportunities available to us, while we remain disciplined and able to adapt our operations as needed.

The trends we experienced in the first quarter have continued into early April and while we remain cautious, the prevailing trend of labor market scarcity remains across our markets. Our experienced teams, long track-record of delivery and execution in all environments, together with our strategy to be the partner of choice for talent and clients, gives us confidence as we look ahead."

financial performance.

core data

in millions of €, unless otherwise indicated - underlying	Q1 2023	Q1 2022	yoy change	% org.
Revenue	6,518	6,621	(2)%	(4)%
Gross profit	1,368	1,360	1%	(2)%
Operating expenses	1,102	1,074	3%	1%
EBITA, underlying ¹	266	286	(7)%	(9)%
Integration costs and one-offs	(37)	(6)		
EBITA	229	280	(18)%	
Amortization and impairment of intangible assets ²	(11)	(4)		
Operating profit	218	276		
Net finance costs	(14)	5		
Share of profit of associates	-	-		
Income before taxes	204	281	(27)%	
Taxes on income	(50)	(72)		
Net income	154	209	(26)%	
Adj. net income for holders of ordinary shares ³	191	214	(11)%	
Free cash flow	169	133	27%	
Net debt	745	361	106%	
Leverage ratio (net debt/12-month EBITDA) ⁴	0.5	0.2		
Leverage ratio (net debt/12-month EBITDA) excluding IFRS 16 ⁵	0.1	(0.2)		
DSO (Days Sales Outstanding), moving average	53.0	51.8		
Margins (in % of revenue)				
Gross margin	21.0%	20.5%		
Operating expenses margin	16.9%	16.2%		
EBITA margin, underlying	4.1%	4.3%		
Share data				
Basic earnings per ordinary share (in €)	0.83	1.13	(27)%	
Diluted earnings per ordinary share, underlying (in €) ³	1.04	1.16	(10)%	

1 EBITA adjusted for integration costs and one-offs.

2 Amortization and impairment of acquisition-related intangible assets and goodwill.

3 Before amortization and impairment of acquisition-related intangible assets and goodwill, integration costs and one-offs. See table 'Earnings per share' on page 24.

4 Leverage ratio including IFRS 16.

5 Leverage ratio excluding IFRS 16, based on best estimates.

revenue

Organic revenue per working day declined by 4.2% YoY in Q1 2023 resulting in revenue of € 6,518 million (Q4 2022: up 2.4%). Reported revenue was down 1.6% YoY, of which working days had a positive impact of 1.1% while FX had a positive effect of 0.2%. M&A positively contributed 1.3%.

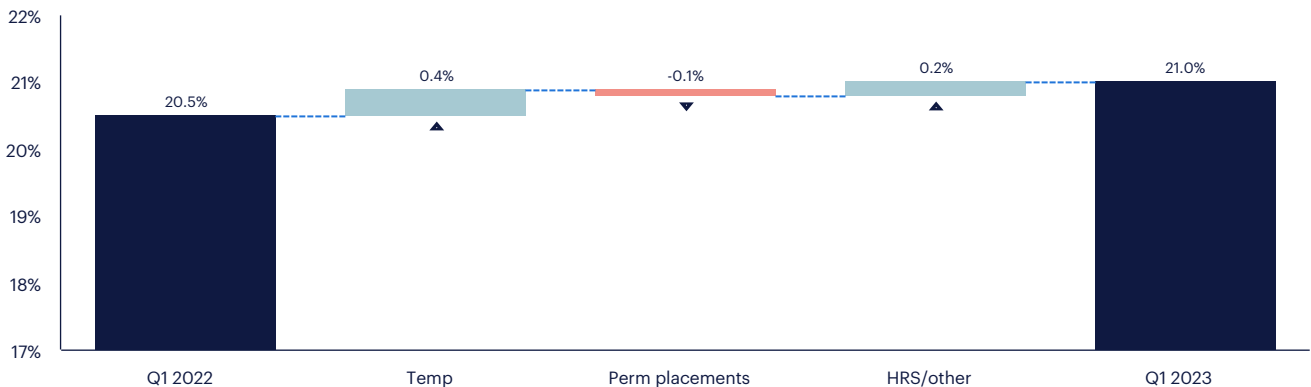
In North America, revenue per working day was down 10% (Q4 2022: down 5%). Growth in the US was down 11% (Q4 2022: down 6%), while Canada was down 7% YoY (Q4 2022: stable). In Northern Europe, revenue per working day was down by 6% (Q4 2022: up 4%). Revenue in the Netherlands was down 11% (Q4 2022: up 2%), while Germany was up 1% (Q4 2022: up 9%). Revenue growth in Belgium was down 8% (Q4 2022: down 2%). In Southern Europe, UK and Latin America, revenue was down 2% (Q4 2022: up 3%). Revenue in France was down 1% (Q4 2022: up 4%) and in Italy revenue was down 3% (Q4 2022: up 4%). Revenue in Iberia was down 6% (Q4 2022: down 2%). In the Asia Pacific region, revenue was up by 4% (Q4 2022: up 9%); Japan increased by 3% (Q4 2022: up 11%), while Australia & New Zealand rose by 5% (Q4 2022: up 8%). Global Businesses revenue was up 2% YoY organically (Q4 2022: up 5%). Enterprise solutions revenue increased by 5% YoY (Q4 2022: up 8%), growing demand for outplacement and career mobility services more than offset decline in RPO. Monster revenue was down 14% YoY (Q4 2022: down 12%).

Perm fees decreased by 8% YoY (Q4 2022: up 1%). Perm fees in Northern Europe was up 17% YoY (Q4 2022: up 24%) and Southern Europe, UK and Latin America was up 2% (Q4 2022: up 7%). North American perm fees was down 22% YoY (Q4 2022: down 12%). In the Asia Pacific region, perm fees decreased by 18% (Q4 2022: down 7%). Perm fees made up 12.4% of gross profit.

gross profit

In Q1 2023, gross profit amounted to € 1,368 million, down 2.1% YoY organically (Q4 2022: up 3.2%). Currency effects had a positive € 10 million impact on gross profit compared to Q1 2022.

year-on-year gross margin development (%)

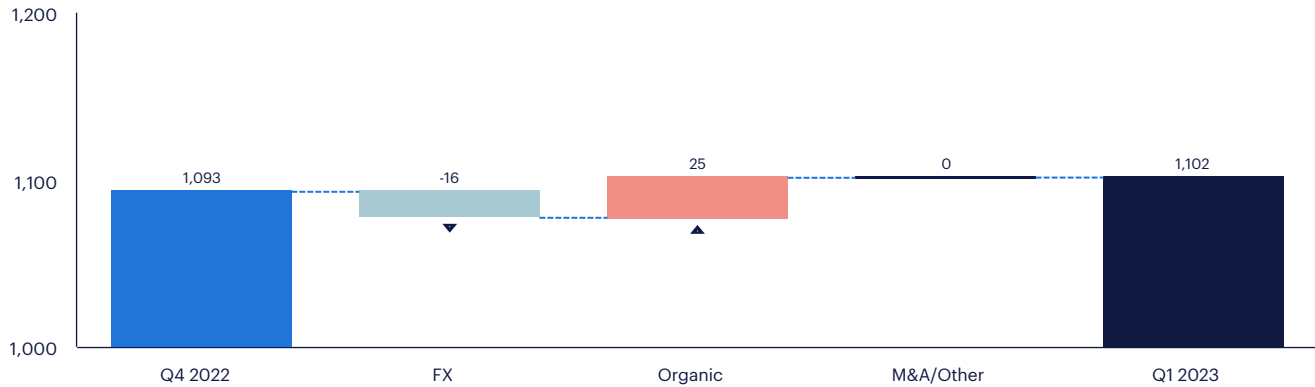


Gross margin was 21.0% in the quarter, 50bp above Q1 2022 (as shown in the graph above). Temporary placements had a 40bp positive impact on gross margin (Q4 2022: 15bp positive impact). Permanent placements had a 10bp negative impact, while HRS/other had a 20bp positive impact.

operating expenses

On an organic basis, operating expenses increased by € 25 million sequentially to € 1,102 million. Compared to last year, operating expenses were up 1% organically (Q4 2022: stable), while currency effects had a € 9 million negative impact.

sequential OPEX development Q4-> Q1 in € M



Personnel expenses were up 1% sequentially. Average headcount (in FTE) amounted to 44,920 for the quarter, organically up 1% YoY and down 4% sequentially (net reduction of 1,840 FTE). Productivity (measured as gross profit per FTE) was down 3% YoY (Q4 2022: down 5%). We operated a network of 4,832 outlets end of period (Q4 2022: 4,905).

Operating expenses in Q1 2023 were adjusted for a total of € 37 million of integration costs and one-offs (Q1 2022: € 6 million). This mainly reflects integration costs for our recent acquisitions and restructurings in a few countries.

EBITA

Underlying EBITA decreased organically by 9% YoY to € 266 million. Currency effects had a € 1 million positive impact YoY. EBITA margin reached 4.1% in the quarter, 20bp below Q1 2022. Overall, we achieved a 12% organic incremental conversion on a last four quarter basis in Q1 2023.

net finance costs

In Q1 2023, net finance costs were € 14 million, compared to € 5 million net finance income in Q1 2022. Interest expenses on our net debt position were € 6 million (Q1 2022: € 2 million), and interest expenses related to lease liabilities were € 6 million (Q1 2022: € 3 million). Foreign currency and other effects had a negative impact of € 2 million (Q1 2022: positive impact of € 10 million).

tax

The underlying effective tax rate before amortization and impairment of acquisition-related intangibles and goodwill, integration costs and one-offs amounted to 24.1% (Q1 2022: 25.8%). For FY 2023, we expect an effective tax rate before amortization and impairment of acquisition-related intangibles and goodwill, integration costs and one-offs of between 24% and 26%.

net income, earnings per share

In Q1 2023, adjusted net income was down 11% YoY to € 191 million. Diluted underlying EPS amounted to € 1.04 (Q1 2022: € 1.16). The average number of diluted ordinary shares outstanding for the quarter was 183.6 million (Q1 2022: 183.7 million).

invested capital

in millions of €, unless otherwise indicated	mar 31 2023	dec 31 2022	sep 30 2022	jun 30 2022	mar 31 2022	dec 31 2021
Goodwill and acquisition-related intangible assets	3,251	3,280	3,414	3,180	3,112	3,088
Operating working capital (OWC) ¹	1,257	1,239	1,320	1,238	1,102	997
Net tax assets ²	623	619	564	630	608	615
All other assets/(liabilities) ³	109	647	102	95	(299)	617
Employed capital	5,240	5,785	5,400	5,143	4,523	5,317
Financed by						
Total equity	4,495	4,915	4,725	4,397	4,162	4,902
(Net Cash)/Net debt excl. lease liabilities	145	272	74	147	(240)	(179)
Lease liabilities	600	598	601	599	601	594
Net debt incl. lease liabilities	745	870	675	746	361	415
Invested capital	5,240	5,785	5,400	5,143	4,523	5,317
Ratios						
DSO (Days Sales Outstanding), moving average	53.0	52.9	52.5	52.1	51.8	51.6
OWC as % of revenue over last 12 months	4.6%	4.5%	4.8%	4.7%	4.3%	4.0%
Leverage ratio (net debt/12-month EBITDA)	0.5	0.6	0.4	0.5	0.2	0.3
Return on invested capital ⁴	19.7%	17.9%	18.6%	19.2%	21.6%	16.8%

1 Operating working capital: Trade and other receivables minus the current part of financial assets, deferred receipts from disposed Group companies and interest receivable minus trade and other payables excluding interest payable.

2 Net tax assets: Deferred income tax assets and income tax receivables less deferred income tax liabilities and income tax liabilities.

3 All other assets/(liabilities), mainly containing property, plant & equipment, right of use assets, software plus financial assets and associates, less provisions and employee benefit obligations and other liabilities. As at March 31, 2023, € 530 million dividends payable is included (September 30, and June 30, 2022 € 514 million).

4 Return on invested capital: underlying EBITA (last 12 months) less income tax paid (last 12 months) as percentage of invested capital.

Return on invested capital (ROIC) amounted to 19.7%, a decrease of 190bp YoY. This is mainly a reflection of the dividend announcement, partially offset by a YoY improvement of our 12-month rolling EBITA.

The moving average of Days Sales Outstanding (DSO) was 53.0 (Q4 2022: 52.9).

At the end of Q1 2023, net debt including lease liabilities was € 745 million, compared to € 361 million at the end of Q1 2022. A further analysis of the cash flow is provided in the next section.

cash flow summary

in millions of €	Q1 2023	Q1 2022	change
EBITA	229	280	(18)%
Depreciation, amortization and impairment of property, plant, equipment, right-of-use assets, and software	72	73	
EBITDA	301	353	(15)%
Operating working capital	(27)	(88)	
Provisions and employee benefit obligations	8	4	
All other items	23	10	
Income taxes	(51)	(69)	
Net cash flow from operating activities	254	210	21%
Net capital expenditures	(22)	(25)	
Financial assets	(11)	-	
Repayments of lease liabilities	(52)	(52)	
Free cash flow	169	133	27%
Net (acquisitions)/disposals	(1)		
Net purchase of own ordinary shares	(36)	(71)	
Net finance costs paid	(5)	(3)	
Translation and other effects	(2)	(5)	
Net decrease of net debt (incl. lease liabilities)	125	54	

In the quarter, free cash flow amounted to € 169 million, up € 36 million YoY (Q1 2022: € 133 million). Free cash flow mainly reflects the movement of working capital year over year, partially offset by the decline in EBITA.

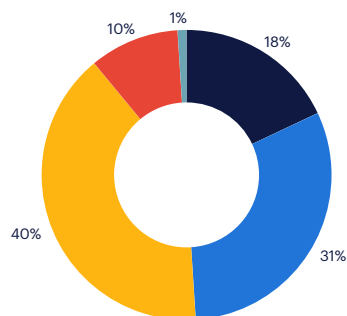
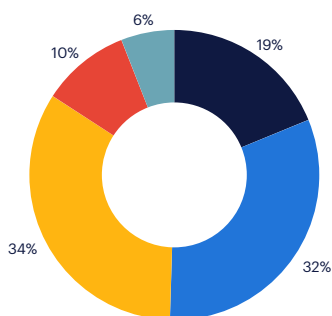
performance.

performance by segment

split by segment

Q1 2023: revenue € 6,518 million

Q1 2023: EBITA €266 million



● North America ● Northern Europe ● Southern Europe, UK & Latin America ● Asia Pacific ● Global Businesses

revenue in millions of €	Q1 2023	Q1 2022	organic Δ% ¹
North America	1,213	1,302	(10)%
Netherlands	806	886	(11)%
Germany	498	488	1%
Belgium/Luxembourg	391	415	(8)%
Other NE Countries	369	372	0%
Northern Europe	2,064	2,161	(6)%
France	949	941	(1)%
Italy	538	543	(3)%
Iberia	373	392	(6)%
Other SE Countries, UK & Latam	363	352	1%
Southern Europe, UK & Latin America	2,223	2,228	(2)%
Asia Pacific	647	571	4%
Global Businesses	371	359	2%
Revenue	6,518	6,621	(4)%

¹ Organic change is measured excluding the impact of currencies, acquisitions, disposals, and reclassifications. For revenue, the organic change has been adjusted for the number of working days.

EBITA in millions of €, underlying	Q1 2023	EBITA margin ¹	Q1 2022	EBITA margin ¹	organic Δ ²
North America	57	4.7%	82	6.3%	(33)%
Netherlands	52	6.4%	58	6.5%	(10)%
Germany	16	3.2%	6	1.3%	152%
Belgium/Luxembourg	18	4.7%	20	4.8%	(8)%
Other NE Countries	12	3.3%	14	3.6%	(6)%
Northern Europe	98	4.8%	98	4.5%	1%
France	53	5.6%	49	5.3%	10%
Italy	39	7.2%	41	7.5%	(6)%
Iberia	22	5.7%	19	4.8%	15%
Other SE Countries, UK & Latam	11	2.9%	8	2.4%	21%
Southern Europe, UK & Latin America	125	5.6%	117	5.3%	6%
Asia Pacific	31	4.8%	31	5.4%	(13)%
Global Businesses	2	0.7%	(1)	(0.3)%	314%
Corporate	(47)		(41)		
EBITA before integration costs and one-offs ³	266	4.1%	286	4.3%	(9)%
Integration costs and one-offs	(37)		(6)		
EBITA	229		280		

1 EBITA in % of total revenue per segment.

2 Organic change is measured excluding the impact of currencies, acquisitions, disposals, and reclassifications. For revenue, the organic change has been adjusted for the number of working days.

north america

In North America, revenue was down 10% YoY (Q4 2022: down 5%). Perm fees were down 22% YoY (Q4 2022: down 12%). In Q1 2023, revenue of our combined US businesses was down 11% YoY (Q4 2022: down 6%). US Staffing/Inhouse Services was down 15% YoY (Q4 2022: down 10%). US Professionals revenue was down 4% YoY (Q4 2022: up 1%). In Canada, revenue was down 7% YoY (Q4 2022: stable). EBITA margin for the region came in at 4.7% for the quarter, compared to 6.3% last year.

northern europe

In the Netherlands, revenue was down 11% (Q4 2022: up 2%). Overall perm fees were up 1% YoY (Q4 2022: up 30%). Our combined Staffing and Inhouse Services business was down 10% YoY (Q4 2022: down 2%), while our Professionals business was down 13% YoY (Q4 2022: up 21%). EBITA margin in the Netherlands was 6.4%, compared to 6.5% last year.

In Germany, revenue per working day was up 1% YoY (Q4 2022: up 9%). Perm fees were up 39% compared to last year (Q4 2022: up 40%). Our combined Staffing/Inhouse Services business was up 1% YoY (Q4 2022: up 9%), while Professionals was down 2% YoY (Q4 2022: up 9%). EBITA margin in Germany was 3.2%, compared to 1.3% last year.

In Belgium & Luxembourg, revenue was down 8% YoY (Q4 2022: down 2%). Our Staffing/Inhouse Services business was down 10% (Q4 2022: down 5%). EBITA margin was 4.7%, compared to 4.8% last year.

Across other Northern Europe countries, revenue per working day was stable YoY (Q4 2022: up 8%). In the Nordics, revenue was down 1% YoY (Q4 2022: up 6%), while in Switzerland, revenue was up 2% YoY (Q4 2022: up 1%). Revenue in Poland business was down 10% (Q4 2022: up 7%). EBITA margin for this region was 3.3% compared to 3.6% last year.

southern europe, uk & latin america

In France, revenue was down 1% YoY (Q4 2022: up 4%). Perm fees were up 9% compared to last year (Q4 2022: up 20%). Staffing/Inhouse Services revenue was down 6% YoY (Q4 2022: down 1%), while our Professionals business was up 10% YoY (Q4 2022: up 19%). EBITA margin was 5.6% compared to 5.3% last year.

Revenue per working day in Italy was down 3% YoY (Q4 2022: up 4%). Overall perm fees were up 8% YoY (Q4 2022: up 11%). EBITA margin was 7.2%, compared to 7.5% last year.

In Iberia, revenue per working day was down 6% YoY (Q4 2022: down 2%). Perm fees were up 6% compared to last year (Q4 2022: up 9%). Staffing/Inhouse Services combined was down 6% YoY (Q4 2022: down 3%). Spain was down 8% YoY (Q4 2022: down 4%), while in Portugal revenue was stable YoY (Q4 2022: up 6%). EBITA margin was 5.7%, compared to 4.8% last year.

Across other Southern Europe countries, UK & Latin America, revenue per working day was up 1% YoY (Q4 2022: up 9%). In the UK, revenue was down 3% YoY (Q4 2022: up 6%), while in Latin America revenue was up 13% (Q4 2022: up 17%). EBITA margin for this region was 2.9% compared to 2.4% last year.

asia pacific

Total revenue in the Asia Pacific region increased by 4% organically YoY (Q4 2022: up 9%). In Japan, revenue grew 3% YoY (Q4 2022: up 11%). Revenue in Australia/New Zealand was up 5% YoY (Q4 2022: up 8%), while revenue in China decreased by 7% YoY (Q4 2022: down 18%). Our business in India was up 8% YoY (Q4 2022: up 15%). Overall EBITA margin in this region was 4.8%, compared to 5.4% last year.

global businesses

Total organic revenue growth per working day was up 2% YoY (Q4 2022: up 5%). Enterprise solutions revenue increased by 5% YoY (Q4 2022: up 8%), while Monster revenue was down 14% YoY (Q4 2022: down 12%). EBITA margin came in at 0.7% compared to -0.3% last year.

performance by revenue category

revenue in millions of €	Q1 2023	Q1 2022	organic Δ% ¹
Staffing	2,929	3,165	(8)%
Inhouse Services	1,660	1,612	1%
Professionals	1,558	1,485	(1)%
Global Businesses	371	359	2%
Revenue	6,518	6,621	(4)%

¹ Organic change is measured excluding the impact of currencies, acquisitions, disposals, and reclassifications. For revenue, the organic change has been adjusted for the number of working days.

Total revenue of permanent placements in the revenue categories 'Staffing', 'Inhouse', and 'Professionals', amounted to € 170 million in Q1 2023 (Q1 2022: € 183 million). Revenue of recruitment process outsourcing within Global businesses amounted to € 99 million in Q1 2023 (Q1 2022: € 98 million).

other information.

outlook

Q1 2023 revenue per working day decreased by 4.2% YoY organically.

Macro economic environment remained challenging across our markets, which translated into lower hiring activities from our clients. This trend continued into early April, whereby the YoY growth rate of employees working was in line with the Q1 2023 YoY growth rate.

Q2 2023 gross margin and operating expenses are both expected to be broadly in line sequentially. We remain cautious and are mindful of the volatility we are operating in, and we continue to work with scenario planning to ensure adaptability.

Visibility remains limited. Randstad will continue to respond quickly and effectively, through our diverse portfolio of services, and operational adaptability provided by our field steering model.

There will be a negative 0.4 working day impact in Q2 2023.

other items

Randstad commences its € 400 million share buyback program with the first tranche

Randstad N.V. ("Randstad") today commences the € 400 million share buyback program as announced on February 14, 2023.

The purpose of the program is to reduce the capital of Randstad, by canceling all of the ordinary shares acquired through the program.

The program will be executed under the mandate given by the Annual General Meeting of Shareholders on March 28, 2023 ("AGM 2023") and within the limits of relevant laws and regulations.

The share buyback program will be executed in several tranches. For each of them, an intermediary will be mandated to execute the purchase of the shares independently of Randstad in compliance with the Market Abuse Regulation ("MAR") and within predefined execution parameters. Randstad shares are purchased in the market and accumulated in treasury until cancellation. Pursuant to the relevant rules and regulations, cancellation may not be affected earlier than two months after a resolution to cancel shares is adopted and publicly announced.

Randstad will commence the first tranche of its € 400 million full share buyback program, to repurchase up to a maximum of 1,550,000 ordinary shares in Randstad in the period between April 25, 2023 and July 24, 2023 (inclusive), equivalent to around € 80 million based on the closing share price on Euronext Amsterdam on April 24, 2023. Within the limits set at the AGM 2023, the maximum price to be paid for shares will be 110% of the closing price of the one preceding trading day on the Euronext Amsterdam stock exchange. Any purchases of shares will be carried out on Euronext Amsterdam in accordance with certain pre-set parameters in accordance with Article 5(1) of Regulation EU No 596/2014.

Randstad has mandated ABN AMRO Bank to undertake the first tranche of the program between April 25, 2023 and July 24, 2023 (inclusive). ABN AMRO Bank will make its trading decisions with regard to the number of shares to be purchased and the timing of the purchases independently of Randstad, and any shares so purchased will be on-sold by ABN AMRO Bank to Randstad. ABN AMRO Bank's instruction to purchase the shares is irrevocable.

Randstad will provide weekly updates on the progress of the program on its corporate website in the investor relations section and to the AFM. Once the maximum number of shares has been repurchased, Randstad will immediately disclose the finalization of the first tranche of its € 400 million full share buyback program.

Next to the € 400 million share buyback program, Randstad intends to offset the dilutive effect from the performance share plans for senior management through share buybacks. Further details will be announced in the Q3 2023 results press release.

working days

	Q1	Q2	Q3	Q4
2023	63.9	61.7	63.8	62.2
2022	63.2	62.1	64.8	62.7
2021	62.4	62.2	65.1	63.9

financial calendar

Publication of second quarter results 2023	July 25, 2023
Publication of third quarter results 2023	October 24, 2023

analyst and press conference call

Today (April 25, 2023), at 09.00 AM CET, Randstad N.V. will be hosting an analyst conference call. The dial-in numbers are:

- International: +44 33 0551 0200
- Netherlands: +31 20 708 5073

To gain access to the conference please tap or state the password 'Randstad'

You can listen to the call through a real-time audio webcast. You can access the webcast and presentation at <https://www.randstad.com/results-and-reports/quarterly-results>. A replay of the presentation and the Q&A will be available on our website by the end of the day.

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disclaimer

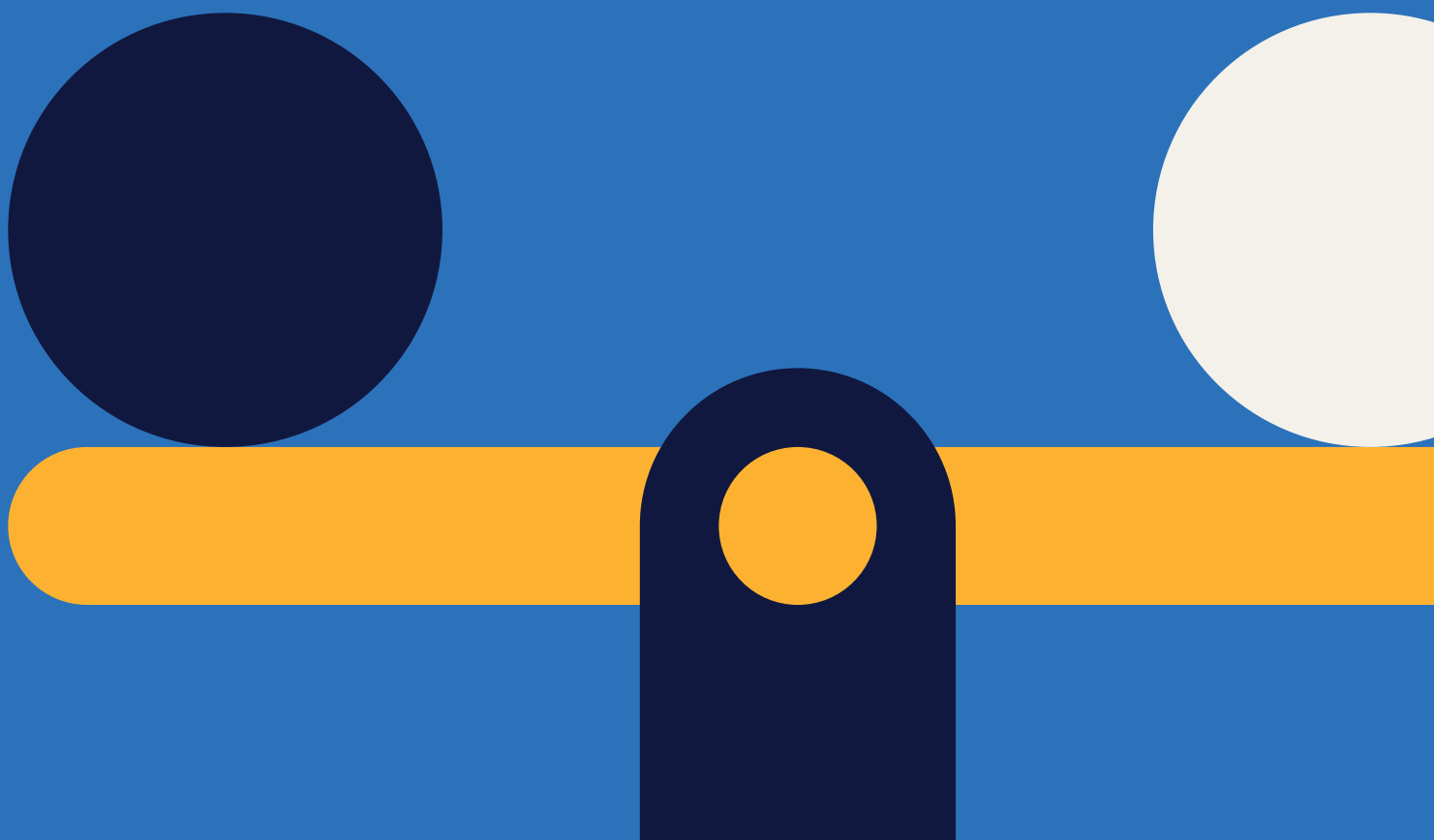
Certain statements in this document concern prognoses about the future financial condition, risks, investment plans, and the results of operations of Randstad N.V. and its operating companies, as well as certain plans and objectives. Obviously, such prognoses involve risks and a degree of uncertainty, since they concern future events and depend on circumstances that will apply then. Many factors may contribute to the actual results and developments differing from the prognoses made in this document. These factors include, but are not limited to, general economic conditions, shortages on the job market, changes in the demand for personnel (including flexible personnel), achievement of cost savings, changes in the business mix, changes in legislation (particularly in relation to employment, staffing and tax laws), the role of industry regulators, future currency and interest fluctuations, availability of credit on financially acceptable terms, the successful completion of company acquisitions and their subsequent integration, successful disposals of companies, the rate of technological developments, the impact of pandemics and our ability to identify other relevant risks and mitigate their impact. These prognoses therefore apply only on the date on which this document was compiled. The quarterly results as presented in this press release are unaudited.

randstad profile

Randstad is the world's largest talent company and a partner of choice to clients. We are committed to providing equitable opportunities to people from all backgrounds and help them remain relevant in the rapidly changing world of work. We have a deep understanding of the labor market and help our clients to create the high-quality, diverse and agile workforces they need to succeed. Our 46,000 employees around the world make a positive impact on society by helping people to realize their true potential throughout their working life.

Randstad was founded in 1960 and is headquartered in Diemen, the Netherlands. In 2022, in our 39 markets, we helped more than 2 million people find a job that feels good and advised over 230,000 clients on their talent needs. We generated revenue of €27.6 billion. Randstad N.V. is listed on the Euronext Amsterdam. For more information, see www.randstad.com.

interim financial statements.



Q1 2023.

actuals

consolidated income statement

in millions of €, unless otherwise indicated

	Q1 2023	Q1 2022
Revenue	6,518	6,621
Cost of services	5,150	5,261
Gross profit	1,368	1,360
Selling expenses	750	734
General and administrative expenses	389	346
Operating expenses	1,139	1,080
Amortization and impairment of acquisition-related intangible assets and goodwill	11	4
Total operating expenses	1,150	1,084
Operating profit	218	276
Net finance costs	(14)	5
Share of profit of associates	-	-
Income before taxes	204	281
Taxes on income	(50)	(72)
Net income	154	209
Net income attributable to:		
Holders of ordinary shares Randstad N.V.	152	207
Holders of preference shares Randstad N.V.	2	2
Equity holders	154	209
Non-controlling interests	-	-
Net Income	154	209
Earnings per share attributable to the holders of ordinary shares of Randstad N.V. (in € per share):		
Basic earnings per share	0.83	1.13
Diluted earnings per share	0.83	1.13
Diluted earnings per share before amortization and impairment of acquisition-related intangible assets and goodwill, integration costs and one-offs	1.04	1.16

information by geographical area and revenue category

revenue by geographical area

in millions of €

	Q1 2023	Q1 2022 ¹
North America	1,213	1,302
Netherlands	808	888
Germany	498	488
Belgium/Luxembourg	391	416
Other NE Countries	372	372
Northern Europe	2,069	2,164
France	950	941
Italy	538	543
Iberia	374	393
Other SE Countries, UK & Latam	365	355
Southern Europe, UK & Latin America	2,227	2,232
Asia Pacific	648	572
Global Businesses	374	363
Elimination of intersegment revenue	(13)	(12)
Revenue	6,518	6,621

1 2022 has been restated due to changes in the external reporting structure. Refer to the notes to the consolidated interim financial statements for further detail.

EBITA by geographical area

in millions of €

	Q1 2023	Q1 2022 ¹
North America	52	81
Netherlands	52	58
Germany	14	5
Belgium/Luxembourg	18	19
Other NE Countries	11	13
Northern Europe	95	95
France	53	49
Italy	39	41
Iberia	21	19
Other SE Countries, UK & Latam	10	8
Southern Europe, UK & Latin America	123	117
Asia Pacific	17	31
Global Businesses	(8)	(2)
Corporate	(50)	(42)
EBITA	229	280

1 2022 has been restated due to changes in the external reporting structure. Refer to the notes to the consolidated interim financial statements for further detail.

revenue by revenue category

in millions of €

	Q1 2023	Q1 2022 ¹
Staffing	2,939	3,173
Inhouse	1,660	1,612
Professionals	1,558	1,485
Global businesses	374	363
Elimination of intersegment revenue	(13)	(12)
Revenue	6,518	6,621

1 2022 has been restated due to changes in the external reporting structure. Refer to the notes to the consolidated interim financial statements for further detail.

Total revenue of permanent placements in the revenue categories 'Staffing', 'Inhouse', and 'Professionals', amounted to € 170 million in Q1 2023 (Q1 2022: € 183 million). Revenue of recruitment process outsourcing within Global businesses amounted to € 99 million in Q1 2023 (Q1 2022: € 98 million).

consolidated balance sheet

in millions of €	march 31, 2023	december 31, 2022	march 31, 2022
assets			
Property, plant and equipment	146	153	150
Right-of-use assets	526	524	518
Intangible assets	3,369	3,397	3,224
Deferred income tax assets	622	633	606
Financial assets and associates	188	184	194
Non-current assets	4,851	4,891	4,692
Trade and other receivables	5,559	5,828	5,579
Income tax receivables	131	116	117
Cash and cash equivalents	340	274	548
Current assets	6,030	6,218	6,244
Total assets	10,881	11,109	10,936
equity and liabilities			
Issued capital	26	26	26
Share premium	2,330	2,330	2,323
Reserves	2,138	2,558	1,812
Shareholders' equity	4,494	4,914	4,161
Non-controlling interests	1	1	1
Total equity	4,495	4,915	4,162
Borrowings (including lease liabilities)	865	889	685
Deferred income tax liabilities	44	52	20
Provisions and employee benefit obligations	220	219	269
Other liabilities	8	7	-
Non-current liabilities	1,137	1,167	974
Borrowings (including lease liabilities)	220	255	224
Trade and other payables	4,289	4,576	4,466
Dividend	530	-	922
Income tax liabilities	86	78	95
Provisions and employee benefit obligations	124	118	89
Other liabilities	-	-	4
Current liabilities	5,249	5,027	5,800
Total liabilities	6,386	6,194	6,774
Total equity and liabilities	10,881	11,109	10,936

consolidated statement of cash flows

in millions of €	Q1 2023	Q1 2022
Operating profit	218	276
Amortization and impairment of acquisition-related intangible assets and goodwill	11	4
EBITA	229	280
Depreciation, amortization and impairment of property, plant, equipment, right-of-use assets, and software	72	73
EBITDA	301	353
Provisions and employee benefit obligations	8	4
Share-based compensations	16	11
Other items	7	(1)
Cash flow from operations before operating working capital and income taxes	332	367
Operating working capital assets	235	(104)
Operating working capital liabilities	(262)	16
Operating working capital	(27)	(88)
Income taxes	(51)	(69)
Net cash flow from operating activities	254	210
Net additions in property, plant and equipment, and software	(22)	(25)
Acquisition of subsidiaries, associates and equity investments	(1)	(2)
Disposal of subsidiaries, associates and equity investments	-	2
Loans and receivables	(11)	-
Net cash flow from investing activities	(34)	(25)
Net purchase of own ordinary shares	(36)	(71)
Drawings on non-current borrowings	227	-
Repayments of non-current borrowings	(250)	(400)
(repayment)/drawing current borrowings	(33)	22
Repayments of lease liabilities	(52)	(52)
Net financing	(144)	(501)
Net finance costs paid	(5)	(3)
Net reimbursement to financiers	(5)	(3)
Net cash flow from financing activities	(149)	(504)
Net increase (decrease) in cash, and cash equivalents	71	(319)
Cash, and cash equivalents at beginning of period	274	859
Net movement	71	(319)
Translation and currency gains	(5)	8
Cash, and cash equivalents at end of period	340	548
Free cash flow	169	133

consolidated statement of changes in total equity and consolidated statement of total comprehensive income

in millions of €	January 1 - March 31	
	2023	2022
Begin of period		
Shareholders' equity	4,914	4,901
Non-controlling interests	1	1
Total equity	4,915	4,902
Net income for the period, equity shareholders	154	209
Non-controlling interest	-	-
Net income for the period	154	209
Items that subsequently may be reclassified to the income statement	(27)	29
Items that will never be reclassified to the income statement	-	-
Total other comprehensive income, net of taxes	(27)	29
Total comprehensive income	127	238
Dividend payable on ordinary shares	(522)	(914)
Dividend payable on preference shares	(8)	(8)
Share-based compensations	16	11
Tax on share-based compensations	3	4
Net purchase of ordinary shares	(36)	(71)
Total other changes in period	(547)	(978)
End of period	4,495	4,162
Shareholder's equity	4,494	4,161
Non-controlling interests ¹	1	1
Total equity	4,495	4,162

1 Changes in 'Non-controlling interests', are negligible for all periods.

notes to the consolidated interim financial statements

reporting entity

Randstad N.V. is a public limited liability company incorporated and domiciled in the Netherlands and listed on Euronext Amsterdam.

The consolidated interim financial statements of Randstad N.V. as at and for the three month period ended March 31, 2023 include the company and its subsidiaries (together called 'the Group').

significant accounting policies

These consolidated interim financial statements have been prepared in accordance with International Financial Reporting Standards and its interpretations issued by the International Accounting Standards Board (IASB), as adopted by the European Union (hereinafter: IFRS).

The accounting policies applied by the Group in these consolidated interim financial statements are unchanged from those applied by the Group in its consolidated financial statements as at and for the year ended December 31, 2022.

basis of presentation

These consolidated interim financial statements have been condensed and prepared in accordance with (IFRS) IAS 34 'Interim Financial Reporting'; they do not include all the information required for full (i.e., annual) financial statements, and should be read in conjunction with the consolidated financial statements of the Group as at and for the year ended December 31, 2022.

The consolidated financial statements of the Group as at and for the year ended December 31, 2022 are available upon request at the Company's office or on www.randstad.com.

estimates

The preparation of consolidated interim financial statements requires the Group to make certain judgments, estimates, and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income, and expenses. Actual results may differ from these estimates.

In preparing these consolidated interim financial statements, the significant judgments, estimates, and assumptions are the same as those applied to the consolidated financial statements as at and for the year ended December 31, 2022.

new external segmentation

As of January 1, 2023, a new Executive Leadership Team was appointed along with changes in the governance and managerial reporting structure of the Group. As a result, the segmentation by geographical area has changed from the way it was presented in the FY 2022 annual report. Main changes are the creation of 'Northern Europe' and 'Southern Europe, UK & Latin America' segments. The countries included as part of the former 'Rest of Europe' segment have been allocated to both of these segments accordingly. Similarly, the former 'Rest of World' segment has been split between Latin American countries, included as part of the new 'Southern Europe, UK and Latin America' segment, and the remaining countries which are included in the new 'Asia Pacific' segment.

Compared to the FY 2022 annual report, the segmentation by revenue categories also includes minor changes to better reflect the allocation of revenue between 'Staffing' and 'Global Businesses' segments.

Comparative figures for prior periods have been adjusted accordingly for presentation purposes.

conflict in Ukraine

We closely follow the geopolitical developments in Eastern Europe. In addition to the human toll, we recognize that increased inflation and increased energy prices, and supply-chain disruptions are signs indicating that this war is affecting the global economy.

So far, the impact of the consequences of the war on our results has been fairly limited. Looking ahead, there continues to be a high degree of global macroeconomic and geopolitical uncertainty. We are continuously monitoring the situation, with the aim to respond as quickly and effectively as possible to the changing circumstances.

seasonality

The Group's activities are affected by seasonal patterns. The volume of transactions throughout the year fluctuates per quarter, depending on demand as well as on variations in items such as the number of working days, public holidays and holiday periods. The Group usually generates its strongest revenue and profits in the second half of the year, while the cash flow in the second quarter is usually negative due to the timing of payments of dividend and holiday allowances; cash flow tends to be strongest in the second half of the year.

effective tax rate

The effective tax rate for the three month period ended March 31, 2023 is 24.5% (Q1 2022: 25.6%) and is based on the estimated tax rate for the whole year 2023 (FY 2022: 17.5%). Last year's tax rate was significantly impacted by the re-assessment of the valuation of our tax loss carry forward position in Luxembourg.

acquisition and disposal of group companies, equity investments and associates

In the quarter, we had no cash outflow relating to acquisitions of Group companies (Q1 2022: € 2 million cash outflow). During the quarter, we finalized the purchase price allocation for our acquisition of Avanzo (Spain). In the quarter, we had a cash outflow of € 1 million relating to the payment of deferred payments. In Q1 2023, we had no disposal of Group companies (Q1 2022: no disposals). In the quarter, we had no disposal of equity investments (Q1 2022: € 2 million cash inflow).

shareholders' equity

Issued number of ordinary shares	2023	2022
January 1	183,959,312	183,959,312
Share-based compensations	-	-
Dec 31	183,959,312	183,959,312

As at March 31, 2023, the Group held 951,816 treasury shares (March 31, 2022: 1,133,058). The average number of (diluted) ordinary shares outstanding has been adjusted for these treasury shares.

As at March 31 2023, December 31 2022 and March 31, 2022 the number of issued preference shares was 25,200,000 (type B) and 50,130,352 (type C).

earnings per share

in millions of €, unless otherwise indicated	Q1 2023	Q1 2022
Net income for holders of preference and ordinary shares	154	209
Net income attributable to holders of preference shares	(2)	(2)
Net income attributable to holders of ordinary shares	152	207
Amortization of intangible assets ¹	11	4
Integration costs and one-offs	37	6
Tax effect on amortization, integration costs, and one-offs	(9)	(3)
Adjusted net income for holders of ordinary shares	191	214
Average number of ordinary shares outstanding	182.9	182.8
Average number of diluted ordinary shares outstanding	183.6	183.7
Earnings per share attributable to the holders of ordinary shares of Randstad N.V. (in € per share):		
Basic earnings per share	0.83	1.13
Diluted earnings per share	0.83	1.13
Diluted earnings per share before amortization and impairment of acquisition-related intangible assets and goodwill, integration costs, and one-offs ²	1.04	1.16

1 Amortization and impairment of acquisition-related intangible assets and goodwill.

2 Diluted EPS underlying

net debt position

Net debt including lease liabilities at March 31, 2023 amounted to € 745 million, and was € 384 million higher compared to March 31, 2022 (€ 361 million). The net debt position excluding lease liabilities as at March 31, 2023 was € 145 million compared to the net cash position as at March 31, 2022 (€ 240 million).

breakdown of operating expenses

in millions of €	Q1 2023	Q1 2022
Personnel expenses	867	815
Other operating expenses	272	265
Operating expenses	1,139	1,080

depreciation, amortization, impairment of property, plant, equipment, right-of-use assets and software

in millions of €	Q1 2023	Q1 2022
Depreciation and impairment of property, plant and equipment	14	13
Amortization and impairment of software	11	14
Depreciation and amortization of software	25	27
Depreciation and impairment of right-of-use assets	47	46
Total	72	73

net additions to property, plant, equipment and software, statement of cash flows

in millions of €	Q1 2023	Q1 2022
Additions		
Property, plant and equipment & Software	(22)	(27)
	(22)	(27)
Disposals		
Proceeds property, plant and equipment	-	2
(Profit)/Loss	-	-
	-	2
Statement of cash flows	(22)	(25)

total comprehensive income

Apart from net income for the period, total comprehensive income comprises translation differences and related tax effects that subsequently may be reclassified to the income statement in a future reporting period, and, if any, fair value adjustments of equity investments and remeasurements of post-employment benefits (including tax effects), that will never be reclassified to the income statement.

related-party transactions

There are no material changes in the nature, scope, and (relative) scale in this reporting period compared to last year. More information is included in notes 28, 29 and 30 to the consolidated financial statements as at and for the year ended December 31, 2022.

commitments

There are no material changes in the nature and scope of commitments compared to December 31, 2022.

events after balance sheet date

Subsequent to the date of the balance sheet, no events material to the Group as a whole occurred that require disclosure in this note.